



# THE INTERIOR

FOR SAGINAW VALLEY STATE UNIVERSITY EMPLOYEES. CALL INFORMATION SERVICES AT 790-4055 WITH NEWS ITEMS

July 28, 1992

## Californian Named College of Education Dean

Dr. Ellen Curtis-Pierce has been appointed Dean of SVSU's College of Education. The selection follows a four-month, nationwide search by an eight-member panel chosen to screen applicants for the position.

Currently associate dean for academic programs in the School of Education at California State Polytechnic University in Pomona, California, Curtis-Pierce will assume her responsibilities at SVSU on August 31. She succeeds Dr. David Nelson, who resigned earlier this year to accept a position as dean of Education and Human Services at Rhode Island College.

The new dean has an extensive background in special education, having earned a baccalaureate degree in physical education and psychology from the University of California, Los Angeles; a master of science degree in Kinesiology and the Physically Awkward Child, also from UCLA, and a Ph.D. from Texas Woman's University in Adapted/Developmental Physical Education-Education for the Hearing Impaired. She is certified in special education and elementary education by the states of California and Arkansas.

As associate dean at Cal Poly, she served as vice chair of the School of Education's strategic planning effort and vice chair of the planning effort for the Center for Advancement of Public Education, as well as performing a number of related administrative functions. She also held several teaching assignments, attaining the rank of professor. She has published numerous articles and

made a number of presentations at professional meetings and conferences.

Curtis-Pierce says she believes there are a number of opportunities to expand SVSU's education programs. "I think the college is really at a stage of expansion and I am ready to envision where the faculty wants to go.

"The College of Education is in a position for growth and an explosion of ideas and that is really exciting," she said. "There is lots of strategic planning that needs to be done now.

"All three departments have unique things to offer. My role is to help them do those kinds of things. I have a good sense of the goals of the three departments because I have some experience in all three areas."

She intends to study the present status and needs of Michigan's education system but says she is especially pleased about emphasis on classroom experience in teacher training programs. She adds, "I come here with some experience, obtained at a larger regional state university. Cal Poly has about 21,000 students." SVSU anticipates a fall enrollment of about 6,700.

The chairman of the search committee, Dr. Robert S.P. Yien, vice president for Academic Affairs, said "We are extremely pleased that our search process resulted in appointment of Dr. Curtis-Pierce. Her experience and enthusiasm will be great assets in directing the growth of our programs."

Curtis-Pierce and her husband, Bob Pierce, are the parents of a nine year-old daughter, Tricia, and an eight year-old son, Andrew.



Ellen  
Curtis-Pierce

## **Saginaw Chamber, SVSU Offer Entrepreneur Certificate Program**

Reducing the guess-work associated with starting a business is the subject of a new program sponsored by the Saginaw County Chamber of Commerce and coordinated by the SVSU Business and Industrial Development Institute (BIDI).

Aspiring business owners, at the prestart up or early stages of business development, may enroll this fall in a series of classes called "The Certificate Program for Entrepreneurs." Designed to prepare them to meet start up challenges, the course covers subjects ranging from the legal aspects of starting a business through marketing, accounting, record keeping and tax regulations to developing a business plan and raising money to begin operations.

To receive an entrepreneurial certificate, students must complete five required courses and three electives offered each semester. Electives may vary by semester. Classes will be held in SVSU's Ryder Center or the Chamber of Commerce office at 901 S. Washington in Saginaw.

Classes are scheduled to begin, Monday, September 21 and will continue through Wednesday, December 16. Registration fees are \$30 for one evening class or \$45 for two evening classes. Fees may be tax deductible, depending on individual circumstances. Scholarships are available for laid off workers and long-term unemployed through the Michigan Employment Security Commission.

For additional information, please contact BIDI at ext. 4048.

## **Archeologists End Fourth Year of Tobico Dig**

Tobico Marsh has yielded a small trove of physical evidence of prehistoric human habitation along the Bay County shoreline. As SVSU's Fourth Archeological Field School draws to a close, students and local volunteers are preparing to replace the soil they meticulously removed and sifted from a series of diggings in a wooded area that once marked the beach of Saginaw Bay.

James H. Payne, a graduate student from The University of Michigan who has overseen

the field school's research during the past few years, said this summer's dig turned up arrow heads, pottery shards, partially eaten plant remains and charred fish bones, which indicate humans used the area as a "sort of supermarket" before Columbus sailed into the West Indies.

The area is criss-crossed by a series of ridges, believed to have been high water marks dating back to the later stages of the North American Ice Age. Payne says early inhabitants came to the area, camped for brief periods on the ridges and took fish, edible plants and small game from water-filled swales between the ridges.

The area of exploration, now owned by the Department of Natural Resources, once served as a private duck-hunting club and remained relatively isolated from modern day human activity. The DNR has installed a series of trails, parking lots and other improvements that are available to the public for hunting, hiking and other outdoor activities.

## **Taiwanese Managers Return to MBA Studies at SVSU**

The 29 Taiwanese managers who last year began studies toward an MBA from Saginaw Valley State University resumed course work on the University campus Monday, July 27.

During the next three weeks they will complete a year-long research project, assigned as part of their course work last year. Before returning to their home island on Saturday, August 15, they'll spend 40 additional hours in SVSU classrooms studying the Social Environment of Business (MGT 690) and Financial Planning and Control (FIN 604).

Before beginning the rigorous transoceanic course requirements, each of the managers had accumulated between six and eight years' practical business experience in science, technology or investment banking and received preparatory training in business at Taiwan's Tamking University. Since last summer, they divided their time between classes at Taiwan's Avante International Education Center and their jobs in Taiwan's capitol city of Taipei or Hsingchu City, the island nation's center of high-tech industry.

**Marshall M.  
Fredericks  
Sculpture  
Gallery will be  
closed  
August 8 & 9  
August 15-29  
September 5-7**

## Summer Institute Offers Insight on Education in the '90s

Creating partnerships to improve educational outcomes for students and creation of inclusive communities that value diversity are the two main topics of the summer institute entitled "Creating Partnerships that Foster Inclusive Education," to be offered at SVSU, August 3-7.

The four-course program is sponsored by the Bay-Arenac Intermediate School District, Midland Intermediate School District, Saginaw Intermediate School District and the Michigan Inclusive Education Project. Support for the classes is being provided by a grant from Dow Corning Corporation.

Keynote presentations will be given by author Norman Kunc; General Education Principal of Scott Elementary School in Greeley, Colorado Bill Gillenwater; State Director of Special Education in the Michigan Department of Education Richard Baldwin; and Superintendent of Hillsdale Community Schools Rick Lane.

Each course is one credit at a cost of \$111.50 each. The Dow Corning Corporation will be giving a \$60 tuition scholarship (upon completion of the course requirements) to the first 200 participants. To register, contact the SVSU Conference Bureau at ext. 4348. For additional information, call Steve Barbus at 616-775-4810 or ext. 5682.

## Personnel

The following positions are open to all regular employees of the University:

- **Art Studio Technician** — Full-time (replacement) position to manage art department studios, including care of equipment, inventory of supplies, guiding students in equipment use, assisting faculty in studio art and preparing and hanging exhibits. B.A. required in studio art, B.F.A. preferred.
- **Teacher, Children's Center** — Part-time (replacement) position. Experience working with young children in a group setting required.

For further information, call the Personnel Office at ext. 4112. SVSU is an equal opportunity/affirmative action employer.

## Across Campus

The campus community extends sympathy to:

- **Sue Browning**, administrative secretary for Public Affairs, on the death of her father, Eldon (Al) Taylor, who passed away Thursday, July 16, at the age of 74.
- The family of **Kert Lehman**, who died Friday, July 17, 1992. Funeral services were Tuesday, June 21. Lehman was employed in the SVSU Foundation from 1985 to 1991.
- **Dan Taylor**, physical plant, whose father, Robert Brown, passed away June 13.



Exchange students from Shikoku Women's University, Japan, pose for a group photo during a reception in Zahnow Student Lounge. Tomorrow the group is scheduled to visit Cedar Point. Other activities are planned throughout their stay, which concludes Aug. 19.

Portrait appointments for the 1992-93 Faculty/Staff Directory are being scheduled by the Office of Marketing Research & Information Services. Persons interested in having their photo taken or retaken should call ext. 5641 to make arrangements. Deadline is August 28. Anyone who had a photo taken this summer and would like to see it before it is printed in the Directory also should call ext. 5641.

## Professional Profile

• **Dr. John A. Fallon**, vice president for public affairs, recently was appointed Chairman of the Board for the Community Dispute Resolution Center of Saginaw County, Inc. This center provides mediation services for various types of disputes as an alternative to the county judicial system. The center is funded by the State of Michigan and local sources.

• **Dr. Michael W. Panhorst**, director of the Marshall M. Fredericks Sculpture Gallery, had an article titled "Monumental Sculpture on Civil War Battlefields" published in *Sculpture Review*, the quarterly periodical of the National Sculpture Society. Also, Panhorst, along with Michigan SOS! Coordinator Fay Wilder, attended a workshop in Chicago on the preservation of outdoor monuments sponsored by the National Park Service and the Chicago Parks Department. Panhorst presented a lecture on the brief history of outdoor sculpture and monuments in the United States.

## Events/Activities

• **Matt Henderson Farewell Reception** — Wednesday, July 29, 4-5 p.m., 112 Arbury Fine Arts Center. Refreshments will be served.

## Did You Know? ...

• The University has received a grant to fund a lecture under the general topic "Technology and the Human Condition" next year. If you have a suggestion for a possible speaker, please contact Dean Kullgren at ext. 4144 or Dean Kerman at ext. 4062 as soon as possible.

• The Office of the Dean of Student Affairs will resume publication of the *Student Happenings* newsletter in August. This newsletter lists campus events of student interest. Submit information for inclusion in the newsletter at least two weeks in advance of publication. For further information, call ext. 4294.

• On-campus electrical system repairs will require power to be shut off on August 8-9,

August 15-16 and August 22-23. That means Zahnaw Library will not be open August 8 and 9, which is the last weekend before the close of summer classes. Faculty are asked to alert students to complete any necessary research in the library before August 8.

• Staff members working to promote campus career services for SVSU students are seeking opportunities to make brief presentations to faculty at departmental meetings or to students in classes. For more information on this program, contact Todd Cramer, ext. 4070; Diana Gutierrez, ext. 4284; or Jill Szagesh, ext. 5600.

## Transitions

The following personnel changes occurred since June 30. Please make changes in your *Faculty/Staff Directory*.

### New

- **Ellen Curtis-Pierce** — Dean, College of Education, ext. 4059
- **Steven Hocquard** — Director of Engineering Services, ext. 7042
- **Elizabeth A. Horvath** — Staff Accountant (Payroll), Controller's Office, ext. 4230
- **Peggy Protage** — Personnel Assistant, Personnel Office, ext. 4108
- **Neil Richey** — Residence Hall Director, ext. 4255

### Promoted

- **Robert Tutsock** — Director of Physical Plant, ext. 4080

### Departing

- **Andrea Battjes** — Residence Hall Director
- **Gary Chulick** — Instructor of Physics
- **Kimberlyne Greenwood** — Secretary, Minority Services
- **Matt Henderson** — Studio Art Technician, Arbury Fine Arts Center
- **Wardene Talley** — Director of Minority Services

### Retiring

- **Robert Hanes** — Director of Engineering Services
- **Sam Levine** — Professor of Chemistry
- **Frank Snyder** — Director of Physical Plant



# STAFF MEMBER

## OF THE MONTH

**Diane L.  
Brimmer**

**Director,  
Student Life**

**August 1992**

Eight years ago Diane Brimmer joined SVSU as Coordinator of Campus Activities and Orientation. Today she is Director of Student Life, a position with responsibility for a broad range of services. She supervises Cooperative Education, the SVSU Children's Center, Evening Services, Health Services and Personal Counseling, Physical Disability Services, Placement, Substance Abuse Prevention Services, Student Employment and Volunteer Services.

In addition, Brimmer still coordinates campus events targeted toward students. She chairs the Campus Life Team, which includes representation from various campus constituencies. "Our goal is to enhance campus life and to increase faculty, staff and student involvement," she says.

The Valley Festival of the Fine Arts, which took place last March, is one outgrowth of the Campus Life Team's efforts. The event involved a broad segment of the campus community and was open to the public.

Brimmer chaired the Festival's planning committee and is again heading activities for the spring 1993 version of the event. She also is working with the team to enhance the annual Family Festival Day this fall and to add interest to Homecoming activities. The Family

Holiday in December also will receive new emphasis, Brimmer says.

Other plans brewing include initiation of awards for faculty and staff with outstanding records of involvement in extracurricular activities. Nomination criteria will be announced later.

The team also expects to offer financial incentives for increasing extracurricular involvement. "Small grants will be available to faculty who have projects that enhance the classroom experience through extracurricular activities," she explains.

In another venture, she is working with the Alliance for the Performing Arts' advisor Steve Erickson to present a performing arts series on campus during the 1992-93 academic year. "We will be bringing in people from around the state for performances of music, dance and theatre. The series will really cover the performing arts," she notes.

As if all this weren't enough activity, Brimmer also is in the final stages of her doctoral program. She was on educational leave during 1989-90 to complete coursework at Michigan State University. There she served as graduate assistant in the President's Office. She coordinated the activities of MSU's Campus Compact (a national organization encouraging community service), the Career Planning Council, and the Michigan chapter of the American Council on Education's nation identification project, which seeks to advance women to positions of authority in higher education.

SVSU's recently formed Career Planning and Placement Council, which Brimmer chairs, is modeled after the MSU program. The goal is to incorporate career planning and placement activities into all aspects of the educational process.

Brimmer's doctoral research examines the involvement of 18-22 year old commuter students in campus life. "I am looking at those that are involved and the factors that affect involvement. I want to look at what works."





# INNER VIEW

FEATURING FACULTY OF SAGINAW VALLEY STATE UNIVERSITY

## Conducting Weighty Research

Gail Sype acknowledges that she has more than a professional interest in her doctoral research topic. She is conducting a study to determine whether employment decisions are influenced by gender and/or weight.

To test her hypothesis, Sype is working with student actors and a specially altered video camera. She has prepared a resume for "a mythical candidate." The same credentials will apply to the male and female actors selected to portray this candidate on videotape.

"I chose the video format because so many studies have asked people to rate candidates on paper," Sype says. "It is not always clear whether results are the same as you would get if they talked to real live persons. On the other hand, it is very time consuming to run a whole series of mock interviews and ask for ratings."

Instead, Sype proposes to create videotapes for her review panels. Using a camera that allows her to manually control the width of an image, Sype will record identical visual resumes for a male and female applicant. "You then have the capacity to make the person look wider or narrower — heavier or thinner."



"Raters are asked to say whether they would hire the person, and to explain why or why not. They may slot the person in one of three jobs, and they are asked what starting salary they would offer," Sype says. She explains that some reviewers will see the svelte version of the video actors, while others will see the candidates with electronically added pounds. Other factors remain constant.

Sype expects to find that "overweight" candidates will be "hired" less frequently or will receive less responsible jobs or be offered lower starting salaries. She also anticipates that with identical qualifications, the appearance of added weight will be more detrimental to female than to male applicants.

If her theory is supported by the study, "So what, you might ask?" she says.

"In the state of Michigan it is illegal to discriminate on the basis of weight. If you can document prejudice based on weight, you could take this evidence to other states." This might influence change, but "only if you think prejudice based on obesity is unfair or inappropriate."

Further, Sype says evidence is accumulating that weight is not a wholly controllable factor. Rather, it is influenced by genetics. "Employers may be creating unrealistic demands when they pressure employees to take weight off."

"I have lived through some of these social prejudices myself," she adds.

Sype expects to complete her research this fall and conclude her thesis by year's end. Her program includes a major in management and minors in sociology and international business. "My studies in international business made a dramatic impact on me," she says. "It is important for students to understand that even if they plan to live in Caro, Bridgeport or wherever, they will have a foreign supplier or competitor or they will be a supplier or competitor to a foreign company."